

# Crystal McDermott

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## PROFESSIONAL SUMMARY

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Experienced HR Manager with 8+ years focusing on Tech. Known for people development.

## WORK EXPERIENCE

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**HR Manager** — Roob, Kozey and Tillman (Oct 2020 - Jun 2022)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 107 roles across EMEA/US, reducing time-to-hire by 37%.
- Implemented a performance review program which improved engagement scores by 18 points.

**HR Business Partner** — Konopelski and Sons (May 2016 - Present)

- Implemented a performance review program which improved engagement scores by 20 points.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Rolled out benefits and L&D programs that increased retention in key teams by 5%.

## SKILLS

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### Talent

Employer Branding

### Operations

HRIS (Workday/BambooHR) • Benefits Administration

### People Practices

L&D

### Compliance

GDPR • Diversity & Inclusion

## ACADEMIC BACKGROUND

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B.A. Business Administration, Volkman, Hahn and Satterfield University (2015)